

# FOLIO

UNIVERSITY OF ALBERTA  
19 MAY 1995



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- Doug Owram, new VP (Academic), faces several challenges (p 3)
- 'Focus on Faculties' — Business (p 5)
- Faculty Agreement undergoes revisions (p 8)

## President sets strategic initiatives for '95-96

By Folio staff

The vision—"To enter the next century as indisputably one of Canada's very best full-service, research-intensive universities"—has been articulated. Now, under President Rod Fraser's guidance, the University of Alberta is working to realize that vision, to bring it out of the meeting room and into classrooms and labs, people's homes, and government and townhall forums.

Dr Fraser has established key strategic initiatives, internally and externally, for 1995-96.

### Quadrant 4 the target for Excellence in Teaching and Research

learning environment = teaching	satisfactory	very good to excellent
research	Q1	Q2
satisfactory		A ↓
very good to excellent	Q3 B →	Q4 * * * *

Dr Fraser has been using this diagram in his presentations on campus to demonstrate the direction individuals, programs, departments, Faculties and the University need to move relative to development of the learning environment and research in order to achieve our objectives.

Internally, they are:

- 1) faculty renewal;
- 2) exploration and development of information and telecommunications technology;
- 3) recruitment of outstanding students;
- 4) significantly improve the general learning environment for students;
- 5) increased focus on the efficiency and effectiveness of core administrative systems (human services, financial, capital assets, student information).

Externally, the President's key strategic initiatives are:

- 1) government relations;
  - 2) communications with Edmonton, Alberta, and Canadian partners and potential partners (private and public sector);
  - 3) internationalization;
  - 4) building to major fundraising campaign.
- Dr Fraser says the word "best" in the vision statement, means best in three ways:
- 1) preparing students for life after graduation;
  - 2) having professors who are national and international leaders in the creation, integration, transmission and application of new knowledge;
  - 3) keeping community service a priority.

"We prepare students for life after graduation by offering degrees that are respected around the world for their quality and value," Dr Fraser says. "We achieve that quality and value through an 'optimal learning environment' that fosters:

- critical thinking,
- independent judgment,
- communication skills,
- knowledge,

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Sgt. Michel Roy, Rideau Hall

**Singular honour for Lemieux** Professor Emeritus Raymond Lemieux was inducted as a Companion of the Order of Canada on 3 May. Previously named an Officer of the Order, he was elevated to Companion last year, but was unable to attend last year's ceremony. As a Companion, Dr Lemieux joins a very exclusive group; constitutionally, there can only be 150 living Companions. At this year's induction ceremony, Dr Lemieux, pictured with Governor General Romeo LeBlanc, was joined by three other new Companions: Nobel Laureate Michael Smith and former prime ministers Joe Clark and John Turner.

## Piper's portfolio now includes External Affairs

By Ron Thomas

Martha Piper, Vice-President (Research), has assumed an additional responsibility, that of External Affairs. The Offices of Alumni Affairs, Development, and Public Affairs now report to Dr Piper, whose new title is Vice-President (Research and External Affairs).

President Rod Fraser made the announcement following the 4 May meeting of the Board of Governors. He also stated that central administration is recruiting an Executive Director of External Affairs, who will have a joint reporting line to Dr Piper and to the President.

"I'm in a learning mode at this point," Dr Piper commented. "I want to meet with people, find out their ideas, learn more about the portfolio and then become more creative in external relations."

"I'm most committed to team building. I really believe everyone has a role to play and that everyone should feel a sense of accomplishment when a goal—like our target of bringing in \$1 billion in research funding by 2000—is reached."

Dr Piper said she's convinced that most people are in the University's service



Martha Piper, Vice-President (Research) since January 1993, has had External Affairs added to her portfolio.

because of personal choice and that they have all worked hard to get here and continue to work hard. "But we sometimes fail to think creatively and take a risk. Do that and I think we're unstoppable."

In positioning itself for a new century and a new order, the University must not compromise any of its tenets but rather think of new ways of doing business that will reinforce those tenets, she says. "In essence, all universities in North America are in the same position. We [U of A] can jump the queue if we get it [partnerships, new ways of delivering courses, optimum use of technology] right."

"The day of one person doing it is over. It's got to be done by the collective will."

Dr Piper is a dyed-in-the-wool baseball fan who will advise a researcher whose grant application has been rejected that nobody bats .1000. The important thing, she says, is that they get up to bat. She's also fond of quoting risk-taking artist Georgia O'Keeffe's dictum that "It takes more than talent. It takes a kind of nerve ... a kind of nerve, and a lot of hard, hard work." Convinced that faculty and support staff know all about the value of hard work, Dr Piper wants to get them thinking more about developing "a kind of nerve".

## Access Fund backs four U of A programs

By Michael Robb

Representatives in the fine arts, chemical engineering and civil engineering departments were pleased to learn their proposals for new, or expansions of, programs were given the go-ahead by the provincial government.

Four new, or expansions of, programs will be funded by the Department of Advanced Education and Career Development's Access Fund: Bachelor of Fine Arts Program in Technical Theatre, Cooperative Education Program in Chemical Engineering, Environmental Engineering Program, and Bachelor of Design Degree Program.

The four programs were among 36 new adult learning programs funded by the Access Fund. This is the second of three funding announcements made by

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# Board passes 1995-96 budget

## Balanced budget incorporates seven percent reduction to grant

By Michael Robb

The Board of Governors recently passed the University's 1995-96 consolidated budget. The balanced budget is the first time the administration has prepared a comprehensive document which consolidates the operating and capital elements.

"We are continuing with this budget the program of general budget reductions," Vice-President (Administration and Finance) Glenn Harris told the Board. "We have built in the budget enrollment

**"All of the people from every unit have participated [in the budget process], and I think it speaks very well of the attitudes and the dedication of the people at the University of Alberta."**

*Board Finance and Property Committee Chair Tom Shields*

targets of 27,000; it does bring us back over the 98 percent threshold.

"If we achieve that target, we will not be penalized and lose government grant money," Harris said, adding that enrollment is the biggest uncertainty in the 1995-96 budget. "We'll have to make a decision in September—if we don't make that goal—about the extent to which we will rely on our reserves to cushion the blow." The Vice-President said it may be necessary in that event to go back and make major budget reductions—something we don't want to do but may be necessary if the enrollment target isn't met.

Board Finance and Property Committee Chair Tom Shields said, "The mammoth task of tackling a cut of \$40 million from the operating budget over three years

would not have been achieved without the kind of cooperation from all the staff and organizations on this campus. All of the people from every unit have participated, and I think it speaks very well of the attitudes and the dedication of the people at the University of Alberta."

Board Chair John Ferguson said the strong support was very much appreciated. "It's taken a great team effort."

Some of the budget highlights include:

- On a selective basis, operating budgets will be reduced by \$12 million;
- \$2.1 million in base funding and \$0.6 million in soft funding will be added back to Faculties to support enrollment targets;
- Funding will be provided for major renovations to SUB and the Library;
- A flex policy will allow units with unspent operating funds in one year to carry over that money;
- Funding will be provided for an early retirement incentive program and a

new faculty renewal program;

- Slightly more than \$500,000 will be set aside for innovations in instructional delivery; and,
- About the same amount of money will be used to help purchase new student systems software.

On the revenue side of the budget, the University expects to receive about \$226 million from the provincial government and about \$61 million from students' tuition fees. Other student fees will account for almost \$9 million. Total income will amount to about \$436.9 million, down from last year's \$448.7 million. On the expenditures side of the budget, the University expects to spend, as it usually does, the bulk of its money on salaries.

The University expects to spend about \$8.6 million on four special initiatives projects: early retirement incentive plan, \$3.2 million; faculty renewal, \$2 million; University systems development, \$2.7

million; and, innovations in instruction, \$565,000.

It will spend about \$18.4 million on capital programs. There is still a serious deferred maintenance problem, Vice-President Harris said. "The budget reflects a greater commitment to facility renewal for '95-96. At this point the deferred maintenance is at a level we can live with, but based on studies we've done, we expect the problem to grow as long as we're not committing annually to facility renewal funding that traditional standards would suggest."

Board member Paul Wacko suggested, "Maybe it's time we looked at privatizing these buildings. At this time, we've got a significant amount of maintenance to do,

*Continued on page 8*

## Tardif new Dean of Faculté Saint-Jean

### Appointed for five-year term

By Folio staff

Claudette Tardif has been appointed Dean of Faculté Saint-Jean for a five-year term. She takes over from outgoing Dean Jean-Antoine Bour 1 July.

Dr Tardif will report to the Vice-President (Academic). Her specific responsibilities include: developing and maintaining quality education programs; explaining the role of the Faculté to internal and external audiences; strengthening links with the Francophone community in Alberta; and sustaining quality research and serv-

ice to the community.

Dr Tardif, currently the Faculté Associate Dean (Education), earned three degrees, including her PhD, from this University. She studied French literature at Université d'Aix-en-Provence in France. Her research interests include: second language acquisition and teaching, minority language education, teacher education and evaluation studies.

Folio will carry an extensive interview with Dr Tardif in an upcoming issue.

## FOLIO

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Folio's mandate is to serve as a credible news source for internal audiences by communicating accurate and timely information about issues, programs, people and events.

#### DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 40 words and a minimum charge of \$2.00.

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**Display advertisements:** 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Call 465-3307 for sizes, rates and other particulars.

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University  
of  
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## BOARD OF GOVERNORS BRIEFS

### Collaborative nursing program approved

The Board of Governors, at its regular meeting 4 May, approved a proposal from the Faculty of Nursing for the establishment of a University of Alberta collaborative Bachelor of Science in Nursing program with Grande Prairie Regional College and Keyano College. The program will get under way in September.

### Geology and Geography merged

The Board approved a proposal, endorsed by General Faculties Council, to merge the Departments of Geography and Geology. The merger will take effect 1 July 1995. The new department will be called the Department of Earth and Atmospheric Sciences.

### Enrollment quotas and targets endorsed

The Board endorsed a recommendation from the Acting Vice-President (Academic) to change the University's undergraduate enrollment quotas and targets. The proposal, endorsed by GFC, will take effect in 1995-96. The proposal is a response to the provincial government's policy of penalizing institutions \$2,500 per student if they fall below a two percent threshold for two consecutive years.

### Code of Student Behaviour revisions tabled

The Board's Educational Affairs Committee agreed to table proposals for changes to the Code of Student Behaviour until its 19 June meeting pending additional information provided by the Acting Vice-President (Academic).

### Renovations approved for Faculté Saint-Jean

The Board accepted its Finance and Property Committee's recommendation to approve the expenditure of up to \$6 million for major renovations and redevelopment work at Faculté Saint-Jean. Under the terms of the Canada-Alberta Special Agreement for the Enhancement of French Minority Language and Second Language Instruction in Alberta, the University was notified by the federal government in January 1994 that \$6 million would be provided for the work. The funding will be spent over five years; the result will be a new library, front entry additions and renovated space for the library, classrooms, offices, locker rooms and student use areas.

### Air travel policies tightened

The Board approved amendments to the air travel expenses policy. The Board will reimburse air travel on University business "for amounts not exceeding economy rates, unless prior approval is granted by the President and the Chairman or Vice-Chairman, and that this policy will be in effect henceforth for all University employees including members of the Board of Governors, and Senate members travelling on University business. Employees of the University who wish to obtain upgrades for travelling in any class higher than economy class may do so at their own expense. University employees utilizing contract or grant research funds may travel business class if this is in accordance with any terms under which the grant was given and accepted."

### U of A Shastri Committee

The next annual meeting of the U of A Shastri Committee will be held on Thursday, 25 May, at 3 pm in the Emeriti Room, Cameron Library. All members of the University of Alberta community who are interested in issues involving Indian studies, Canadian studies in India, and in any aspect of Indo-Canadian activity, are invited to attend. Refreshments will be served.

### Retirement social for Hugh King

The Registrar's Office invites members of the University community to a retirement social for former Associate Registrar Hugh King. The reception will be held in the Saskatchewan Room of the Faculty Club, Friday, 26 May, from 4-6 pm. By request, contributions toward a gift will be donated to St Joseph's College. Please send contributions to Susan Gibson, 201 Administration Building, payable to the Hugh King Gift Fund.

### Artwalk, open house at Corbett Hall

The Department of Occupational Therapy, Faculty of Rehabilitation Medicine, invites alumni, visitors and students to an artwalk and open house, Friday, 26 May, 6:30-8:30 pm. "The Faculty building, Corbett Hall, has a unique collection of art which we invite you to view and enjoy," the department says. Refreshments will be served.

### Anne McLellan keynote speaker for Professional Women's Clubs conference

"Women: Power in Politics, Business and the Professions" is the theme of the 1995 Professional Women's Clubs of Alberta's annual conference. Keynote speaker for the 26 and 27 May event is Energy and Natural Resources Minister Anne McLellan; panelists are: Bettie Hewes, MLA, Edmonton Gold Bar; Mary Cameron, VP Capital City Savings; and Dr Margaret-Ann Armour, Professor of Chemistry. To register for the conference (it will be held at the Coast Terrace Inn in Edmonton) or for more details, call 437-0151.

### Open house for Fr. Russell Pendergast

Members of the University community are cordially invited to an open house honouring Fr. Russell Pendergast, csb, for his many years of service to St. Joseph's College. Place: St. Joseph's College. Time: 4-6 pm. Date: 31 May. No gifts, please.

### 'Revising and Editing Your Thesis'

Thursday classes, 1-29 June. To register, contact: Academic Support Centre, 102 Athabasca Hall, 492-2682.



# University approves faculty renewal/early retirement program

'A major strategic initiative' — Fraser

By Michael Robb

Many universities across this continent went through a hiring boom during the late 1960s and early 1970s. The University of Alberta was no exception, and, as a result, it has a large number of professors who are in their 50s and early 60s.

"If nothing is done to encourage these people to retire early, there will be a huge demand for the appointment of new faculty in the next five to 15 years," President Rod Fraser points out. And with an uncertain supply of potential new faculty, the price of these appointments could escalate.

Describing the faculty renewal/early retirement program, passed recently by the Board of Governors, as a "major strategic initiative" for the University of Alberta, the President told Board members at their last meeting that if the University enters the faculty job market earlier than other universities, it will be able to attract better—and less costly—new faculty members.

"The focus is on getting ahead of peer universities, all of which have roughly the same age distribution of faculty that we have," he outlined. "The issue is, Do we

just let it happen? Or do we try to aggressively get out in front and try to get the turnover early, in order to hire the bright young people coming on to the market?"

The President said those departments that have been able to do some hiring in the past couple of years have been able to do extraordinarily well in attracting superb scholars.

"This is a key strategic initiative," he said, pointing out, however, that it will cost the University some up-front money.

The goal, the President outlined, is to generate turnover of eight percent per year over the next five years, for a total of 40 percent. Normal turnover, through resignations, retirements and other terminations, is about four to five percent a year.

In this year's consolidated budget, the University has set aside \$3,250,000 for the early retirement incentive plan and \$2 million for the faculty renewal program. The University will use some of its reserves to bridge finance the early retirement incentive/faculty renewal program, Vice-President (Administration and

Finance) Glenn Harris outlined in his 1995-96 consolidated budget.

Many Deans and Department Chairs have expressed concerns that the University would simply absorb its budget cuts through retirements without replacing faculty. The early retirement/faculty renewal program is expected to ease those concerns.

In his letter to the Board Human Resources and Compensation Committee, President Fraser said the early retirement program is one of several parts of a successful faculty renewal program. "Other components are: strict adherence to high standards of performance in the awarding of merit increments, promotions and tenure [this means more frequent use of increments above and below 1.0]; active recruitment of new faculty with a focus on faculty excellence; and, increased development and allocation of funding for start-up costs and salary levels that ensure that this University is highly competitive in attracting new faculty."

Details of the program are expected to be mailed out to faculty members, faculty service officers and librarians.

## Owram next Vice-President (Academic)

Recruiting bright young faculty members and superb students will be priorities, he says

By Michael Robb

This University could be hiring the next generation of dynamic, young academics over the next several years. That's an exciting and hopeful prospect for the incoming Vice-President (Academic), Doug Owram.

"If the numbers come up as they might, the next generation of U of A staff will be hired in a very short time. We're at a crucial point," says Dr Owram, who will

And the U of A has to compete with the other universities by offering competitive undergraduate scholarships. "We don't look very good; we have to pull that up."

The campus community shouldn't expect a radical departure in direction, however. "I wouldn't be here if I didn't think that Martha Piper, Vice-President (Research and External Affairs), the President and I had a similar vision of the University," he says. Sustaining the quality of research, recognizing excellence and making choices are key components of that vision.

Tough choices will still have to be made, says Dr Owram. For the past 20 years, the University made tremendous strides, taking research seriously. It was always a good teaching University, says Dr Owram. "The budget cuts slapped us on the side of the head and we had to adjust. But that provided us with some opportunities to make changes. The trick is to get through the budget cuts without going into a shell and saying 'that phase of getting better is finished and now we're going to just sink back into mediocrity'."

Dr Owram says it would be too easy for the University to accept a more provincial role, simply turning out local students. "That's not what the University of Alberta should be."

If Dr Owram hasn't fully grasped the enormity of the task of helping sustain the U of A's pre-eminent national reputation, he soon will. Sixteen Deans will report to him, who in turn are responsible for 70 academic departments, 1,600 faculty members and a budget in the neighbourhood of \$250 million. He'll be responsible for coordinating many of the most important academic matters that are at the core of the institution: enrollment, admission standards, academic programs and the ongoing relationships the University has with its staff association. He'll have to hire two Associate VPs fairly soon.

"He will provide the direction necessary to help guide the continued smooth internal operations of the University," says President Rod Fraser, who has on numerous occasions made it clear he will be spending a great deal of time on external relations and major fundraising campaign responsibilities.

Dr Owram, who takes over from outgoing Acting VP Roger Smith 1 July, says the formal job description for the job hasn't changed much, but the tone of the job has.

In the Washburn and McGoldrick review of the Development and Community Affairs area, the consultants suggested that the President establish an administrative structure that creates a CEO/COO relationship between the President and the Vice-President (Academic). "This model enables the President to concentrate on long-term, strategic planning and the external relationships of the University while focusing the Vice-President (Academic) on the daily operation of the University," consultants Susan Washburn and William McGoldrick suggested.

"The VP (Academic) is going to be assuming more of a role," explains Dr Owram. "This President is going to be providing broad policy directions and ideas, but will expect the VP (Academic), among others, to pick up those ideas, manage the day-to-day affairs and to have your own initiatives you feel are important." Whether the CEO/COO model is formalized or not, there is a great difference between the old system and the way it's unfolding now.

Asked whether the campus can adapt to the new system, Dr Owram says the campus will accept the changes if it works. If the President spends more time outside the University, the VP (Academic) has to be very visible and must provide the link between the teaching and research and the senior administration and the Board of Governors.

Internally, Dr Owram says the single biggest challenge is to find ways to give creative people with ideas the chance to do something. He acknowledges there will always be cynics and enthusiasts coexisting within the institution, but the trick is to dampen the negative forces.

Dr Owram has strong views on the purpose of a university. When asked about a prevailing discourse trumpeting the primacy of science and technology, Dr Owram, a keen observer of Canadian social and intellectual history, says there's no doubt there has been pressure from people in the external community who believe economic development is the end result of education. "There has been a sliding down the scale to some extent in the eyes of the external community of the relative importance of the social sciences, humanities and education."

"I think it's a problem," he says. "When you try to manage research and direct it, you're creating a research corpo-

## Residential review panel meets 23 May

Board to hear from five groups

By Folio staff

The University has received submissions from five groups interested in presenting their views on Michener Park.

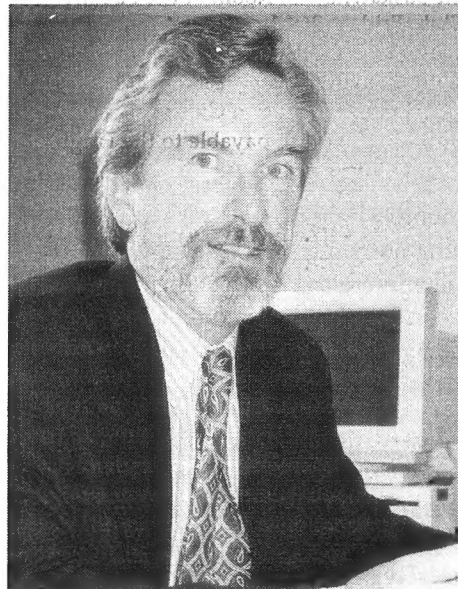
A joint submission came from the South West Area Council (SWAC) and the Michener Park Community Association (MPCA) which includes the Save Michener Park Committee. The University also received briefs from the Students' Union, the Graduate Students' Association (GSA), the Non-Academic Staff Association (NASA) and the Landsdowne Community Church.

The five groups submitted briefs by the 12 May deadline. They will present their views to a panel composed of members of the Board of Governors' Finance and Property Committee on 23 May at 1:30 pm in the University Hall Council Chamber.

A review of all University-owned residences began late last year. The first residence complex to be reviewed is Michener Park.

The University has held numerous meetings to draw input from interested parties. *Michener Park Alternatives* was published last month based in part on the consultation process. More than 200 copies of the document have been distributed.

Following the hearing by the residential review panel, the Board Finance and Property Committee will meet on 6 June to develop a recommendation on Michener Park. The recommendation will be forwarded to the Board of Governors for consideration at its next meeting on 30 June.



Michael Robb

Incoming VP (Academic) Doug Owram

be one of this institution's most important players during that period, and whose tenure as VP (Academic) will coincide with that hiring phase.

"People build the University. Bright, energetic people aren't going to be worrying about short-term budget shortfalls; they can look down the road to the next cycle," says Dr Owram, who believes the University has taken a positive first step on that road with the adoption of the recent faculty renewal/early retirement program.

But faculty renewal is only one part of the equation. The new VP (Academic)'s second major priority is the recruitment of excellent students. "The nature of the student population is changing," says the historian. "Right across the country, there's been a drop in applications. We can't just assume that we can pick the best and ignore the rest. That's over. We're going to have to compete for the best, not just in the province, but from across the country."

Maintaining the general reputation of the University and providing a positive learning environment will do that, he says.

### DOUG OWRAM

Born: 8 November 1947

#### Postsecondary education

PhD University of Toronto, 1976  
MA Queen's University, 1972  
BA (Honors) Queen's University, 1970

#### Academic Positions

1985 Professor  
1980 Associate Professor  
1976 Assistant Professor

#### Areas of specialization

Canadian Social and Intellectual History

#### Teaching

History 363, Topics in the History of Canada  
External Relations  
History 376, Canada, World War I to World War II  
History 470, Topics in Canadian Social History  
History 471, Topics in Canadian Intellectual History

#### Books/monographs

*Icons and Albatrosses: Passenger Transportation as Policy and Symbol in Canada*, 1992  
*A History of the Canadian Economy*, (joint with Ken Norrie), 1990  
*Imperial Dreams and Colonial Realities* (joint with Gordon Moyles), 1989  
*The Government Generation. Canadian Intellectuals and the State 1900-1945*, 1986  
*Promise of Eden. The Canadian Expansionist Movement and the Idea of the West 1856-1900*, 1980  
*Building for Canadians. A History of the Department of Public Works 1840-1960*, 1978

#### Accolades

McCalla Professorship, 1992-93  
Kaplan Research Award, 1995  
Fellow of the Royal Society of Canada, 1990

#### Administrative experience

Associate Dean, Faculty of Arts, 1988-90  
GFC Executive Committee, 1991-94  
Associate Dean, Faculty of Graduate Studies and Research, July 1993-August 1994  
Associate Vice-President (Academic), September '94-

ration and not a university. [Universities should] let good, bright, well-educated professors loose with resources and time and see what they come up with.

"Some of them will and some of them won't, but the ones who do will make a real difference."



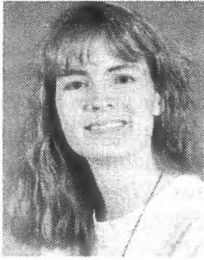
# Students' International Health Association condemns cuts to youth initiatives program

By Jennifer Hankins

Despite the rhetoric on the increasing need for youth involvement in international development, the Canadian International Development Agency (CIDA) has recently withdrawn funding from the organization's Youth Initiatives Program (YIP). Citing budget restraints, CIDA has effectively eliminated the only source of financial assistance for many youth groups and programs across the country.

The cuts to the \$2.4 million a year program have sparked reactions from youth across Canada involved in education and participation projects in international development. One particular program affected was the International Health Education program (IHEP), an initiative of the Canadian Society for International Health. This program offers financial assistance to students interested in volunteering in Third World countries. Here at the University of Alberta, two student groups have been severely impacted by these cuts to IHEP.

The Students' International Health Association, an organization run by stu-



Jennifer Hankins

dents from Arts, Sciences, Nursing, Medicine, Rehabilitation Medicine and Education, received a reduction of over two-thirds in its funding for projects in Guyana and Tanzania. The Guatemala nursing project did not receive any funding at all.

The budget cuts came unexpectedly given the recent positive climate regarding youth involvement overseas. In the recently published foreign policy statement, *Canada in the World*, the Liberal Govern-

ment proposed that they would "... encourage young people to help out in the developing world, both to enable them to gain rich experience through international cooperation, and to assist those countries where the talent and energies of Canadian youth can make a difference."

CIDA's budget was recently cut by 15 percent, and that precipitated the belt tightening. Yet while certain programs such as Industrial Cooperation were hardly touched, YIP was abolished. Com-

pared to other aspects of CIDA's often questionable programming, YIP was among the least expensive while remaining one of the most effective.

Says David Ponka, president of the Osler Medical Aid Foundation, a McGill University initiative organized and run by medical students, "What can bring more sustainable development than involving youth? After all, we are the future."

Jennifer Hankins is co-chair of the Students' International Health Association.

## Ministerial support for grad student research

Ty Lund presents funding for 'Challenge Grants to Biodiversity' program

By Sandra Halme

Ty Lund, Alberta Minister of Environmental Protection, visited campus on 10 May to present the Department of Biological Sciences with \$250,000 for new graduate student projects. The funds will be directed to research in the areas of biodiversity, conservation biology and ecology. This is the second installment of funds to support environmentally-focused University research.

The program, "Challenge Grants to Biodiversity", under which these projects fall, was initiated through the joint efforts

of Alberta Fish and Wildlife, Alberta Fish and Game Association and the Department of Biological Sciences. In addition to Minister Lund, Andy Von Busse, senior vice-president, Alberta Fish and Game Association, attended the presentation.

Funds are provided annually from the Alberta Department of Environmental Protection's Fish and Wildlife Trust Fund. The Biological Sciences Department used the money to create the challenge grants program; to date, the program has received \$500,000. "Challenge Grants to

Biodiversity" is the main component of the department's program which was established to increase knowledge of flora and fauna in Alberta, as well as to support Alberta-based research by graduate students.

According to Bill Samuel, Associate Chair (Graduate Studies), 26 graduate students from the University of Alberta and The University of Calgary have been awarded \$224,000 for environmentally-focused research projects. "We are most grateful to Minister Lund and the Alberta Fish and Game Association for funding this unique program," Dr Samuel said. He added that projects such as the genetic diversity of the lodgepole pine, aquatic biodiversity in alpine lakes and the effects of clearcutting on small mammals would not be possible if not for the funding from the Fish and Wildlife Trust Fund.

Dr Samuel points out that the funds for the program come from revenues generated through the purchase of Alberta hunting licenses.

## Dentistry/Medicine integration passes first hurdle

Board decision on oral health sciences integration nearing

By Folio staff

A draft proposal by the Working Group on the integration of oral health sciences into a restructured Faculty of Medicine has passed its first hurdle.

The Academic Development Committee (ADC) approved the proposal on 16 May. ADC approval is the first step in an integration that "preserves and strengthens oral health sciences in Alberta," according to Roger Smith, Acting Vice-President (Academic) and Chair of the Working Group.

Now, the proposal will go to the Planning and Priorities Committee, General Faculties Council and Board committees. The Board of Governors is expected to decide on the proposal on 30 June.

Henry Dick, Acting Dean of Dentistry, says that integrating the oral health sciences (dentistry and dental hygiene) with Medicine will result in significant savings and greater efficiency in administration and teaching, and improved community service.

"Equally important, it will provide an environment for significantly enhanced research opportunities in the basic and clinical sciences in both dentistry and dental hygiene," he says.

Dentistry is already focusing on an active future in oral health sciences. It is planning to de-

velop a richer spectrum of experience to its students, and it is planning to take a broader, more collaborative role in Alberta's health care arena. If approved, the proposal will result in a year-round "dental hospital" concept which will lead to significantly expanded oral health care services throughout Alberta.

According to Dr Smith, the integration process has been characterized by collaboration, vigorous discussion and respect. "There is no question that members of the committee have shown enormous commitment and dedication to ensuring the success of the process and the long-term future of oral health sciences in Alberta," he says.

"The integration of Medicine and Oral Health Sciences has been met with enthusiasm, optimism and caution," says Lorne Tyrrell, Dean of Medicine. "We want to see this develop into a 'win-win' situation for both Faculties, and maintain an important Faculty for the Province of Alberta."

"We see an exciting future," says Dr Dick. "The oral health sciences will remain at the U of A, will be a contributor to Alberta's health care professions, and will be an integral part of Alberta's total health care system."

## LETTERS TO THE EDITOR

### Workshop on schizophrenia

I wish to thank Folio for printing an article written by myself in the 21 April 1995 issue. The article talked about a group of students from the Faculty of Nursing who organized and conducted a workshop on schizophrenia under the guidance of their professor, Dr Eileen Jackson.

I do however wish to draw to the attention of readers that, in the editorial process, the phrase individuals with schizophrenia was replaced by the term schizophrenics. Although this was probably done as a space conserving measure, it has wider implications and does a disservice to individuals who are coping with the chronic illness of schizophrenia.

By referring to individuals with schizophrenia as schizophrenics, one is negating their personhood and concluding that their entire self is defined by

their disease. The same would be true of referring to an individual with diabetes as a diabetic or an individual in a hospital for a gallbladder operation as the gallbladder in room 4-18.

Nurses have continually striven to use a more holistic approach in their practice by examining all aspects of an individual's health—spiritual, emotional, and physical. This represents a shift away from the medical model that focuses its attention primarily on the physical aspect of health. It is important that this message be communicated to the public and that they in turn may gain a greater understanding and sensitivity of what it is like to live with a chronic illness.

Dianne Godkin  
Public Relations Officer  
Faculty of Nursing



EDMONTON PUBLIC SCHOOLS

### Interested in providing homestay for international students?

Edmonton Public Schools is currently seeking homestay applications from families interested in providing a safe and comfortable environment for students enrolled in our International Student Program.

The International Student Program provides students from other countries with an opportunity to visit Edmonton and study in a district high school. Homestay provides international students with an opportunity to live with an Edmonton family who can offer them positive support and assist them with cultural transitions. The costs are paid directly to the homestay family by the family of the student.

To receive an application, please fill out the form below and send to:  
Homestay Program  
International Student Program  
Edmonton Public Schools  
One Kingsway  
Edmonton, Alberta T5H 4G9

### Request for Homestay Application

I am interested in obtaining an application form and information about guidelines for providing homestay for the Edmonton Public Schools International Student Program.

Name: \_\_\_\_\_

Address: \_\_\_\_\_



# FOCUS ON Faculties Business

Fifteenth part of a 16-part series on the University of Alberta's Faculties. Next: Faculty of Engineering.

## FACULTY FACTS:

**Mission:** Seeks to be the centre of excellence in business education and research. To achieve this end, the Faculty will deliver programs to students and executives from Alberta and Canada that will assist them in competing on the highest level of the world's economic stage. The Faculty will strive for excellence in all research endeavours, basic and applied, seeking international recognition in selected areas. The Faculty will also work to become an integral member of the University and Alberta community through joint programs and community service activities.

**History:** School of Accountancy established in 1916 within Faculty of Arts and Science. BCom introduced in 1921 and the School of Commerce formed in 1928. With a revised curriculum, the School was given Faculty status and named Faculty of Commerce in 1960. It was renamed the Faculty of Business Administration and Commerce in 1964, and introduced the MBA degree. The Faculty was the first in Canada to receive accreditation (1968); in 1984 it was renamed the Faculty of Business.

**Enrollment:** 1,871 undergraduates; 96 full-time MBA; 157 part-time MBA; 46 PhD

**Departments:** Accounting and Management Information Systems; Finance and Management Science; Marketing and Economic Analysis; Organizational Analysis

**Degrees:** BCom, MBA (general and seven specializations), PhD

**Teaching staff:** 67 continuing; 35 visiting and sessional staff

**Support staff:** 27

**Prominent alumni:** John Ferguson (BCom '64), President and CEO, Princeton Developments; Grant Devine (MBA '70), former premier of Saskatchewan; Michael Edwards (BCom '71), President and COO, Richardson Greenshields of Canada; Dick Johnston (MBA '69), former Alberta Provincial Treasurer.

**Leadership:** Rodney Schneck, Stanley A Milner Professor and Dean; John Brown, Associate Dean (Planning and Administration); Dave Jobson, Associate Dean (MBA Program); Elaine Geddes, Assistant Dean (Undergraduate Programs); Bob Hinings, Director, PhD Programs; Elizabeth Clark, Director, Development and Community Relations.

## Opportunities abound for students to interact with success

### Faculty continue increasing linkages with business and government

By Sandra Halme, with contributions from the Faculty of Business

Rodney Schneck smiles proudly when he recalls the number of high profile government and business people the Faculty of Business has attracted to campus this year. Names like Alberta Treasurer Jim Dinning; Brick founder and Board Chair Bill Comrie; Eaton's Board Chair and CEO John Craig Eaton; Body Shop President Margot Franssen, Canadian Airlines President and CEO Kevin Jenkins; and EDS Canada President Sheelagh Whittaker are rhymed off without hesitation.

This kind of guest list is not only impressive, it ensures that the Faculty's students have access to some of the best and brightest minds in the country. It also means that faculty have an excellent opportunity for information sharing with these distinguished visitors.

Dr Schneck, the Stanley A Milner Professor and Dean, has a number of other initiatives on the front burner in the quest to make the Faculty of Business one of the top business schools in Canada. "We listened to our students and have already implemented several combined degree programs," says Dr Schneck, pointing to the combined master's in engineering (MEng) and master's of business administration (MBA) as an example. "This particular program allows students to specialize in a specific area of engineering while learning advanced business practices," he adds. There are also combined areas of study in forestry, economics and mathematics.

To help their students get a competitive advantage in the international marketplace, the Faculty determined where the business power centres are and where they're going to be. Here again, students are the benefactors. They can earn BCom degrees in Japan Studies (the first 14 graduates of the program will convocate next month), Chinese Studies, German Studies, and Spanish-American Studies.

Another innovation is the Executive Master's of Business Administration (EMBA) program which begins this September in cooperation with The University of Calgary. Jim Dunn, the EMBA Associate

Program Director, says the program will offer managers the opportunity to earn an accredited, well-respected degree while continuing to advance their careers and contribute to their organizations. To be taught in both cities, the EMBA will be rigorous and challenging and, emphasizes Dr Dunn, "the rewards in the workplace will begin right away."

In yet another initiative, the Faculty continued to reach out to the business community by accepting an invitation from Syncrude to offer the MBA in Fort McMurray. A special ceremony, with Chancellor Lou Hyndman presiding, will be held in Fort McMurray on 16 June to officially recognize the first 22 graduates of the program.

In the "research makes sense" category, Dr Schneck is emphatic about the Faculty's role. "We have to market the importance of research to the business community, and our increased linkages with the community are telling us where we need to conduct research relevant to their needs." He points to the Faculty's Western Centre for Economic Research (WCER), one of 12 centres and institutes in the Faculty, as an excellent example of marrying business and government with academic needs.

According to Ted Chambers, Director of both the WCER and the Centre for International Business Studies, the objective of the Centres is to communicate research results in "a nontechnical way to the public" and to be more accessible to the com-

munity. Some of the research the Centres undertake is sponsored by business, government or granting agencies; other projects are initiatives of faculty. Dr Chambers points out that the Centres also work closely with the Departments of Economics and Rural

Economy.

Collaborating with both business and government is a recurring theme in Dr Schneck's deanship. He has seen the substantial payoffs of this kind of interaction from an advisory capacity and

as role models for students. One of the ways this has already been achieved is through an expanded Business Advisory Council. Reading like the who's who of Canadian business, the 1995 Council consists of 26 members (including Dr Schneck and President Rod Fraser) from some of Canada's largest and most prestigious boardrooms. They meet twice a year to advise the Dean on all matters affecting the Faculty.

By example, the Faculty of Business is showing its students that a successful business is not buildings, it is people—people of vision and creativity and with an innate drive to take risks. By providing role models who exemplify these qualities, combined with innovative programming and faculty who give them the educational tools, students graduate well equipped to meet society's ever-changing challenges.

## Public policy issues on the GIP agenda

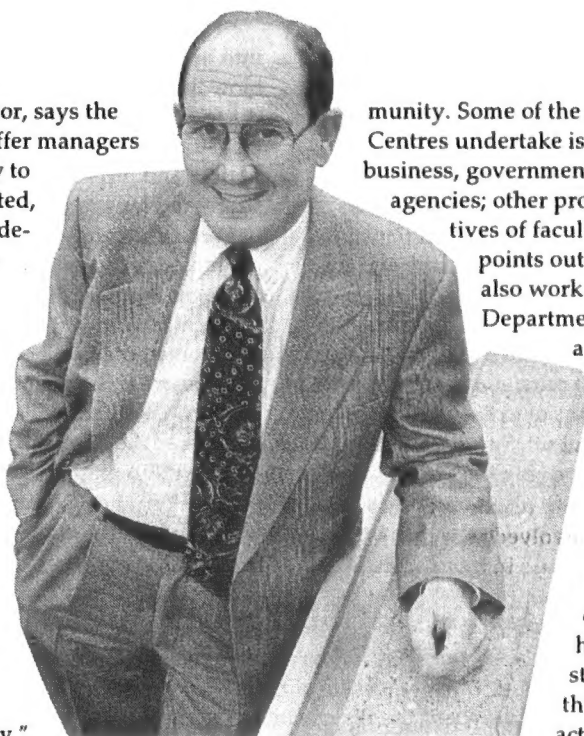
The wealth of expertise found on both sides of the North Saskatchewan River is being tapped by the "quietly successful" Government Interchange Program (GIP). It links the Faculty of Business with the public sector in exploring, debating and questioning public policy issues.

Discussion and the exchange of ideas at round table meetings help faculty in their public policy teaching and research, and benefit senior public servants' decision making process.

Some of the departments involved have included the Alberta Government Departments of Advanced Education and Career Development, Education, Economic Development and Tourism, Health, and Labor, many of whom have been partners in the program since its inception in 1991. Word of the GIP is so positive that three new departments have joined: Community Development, Municipal Affairs and the federal government's Industry Canada.

The 1993-94 GIP season included several thought-provoking sessions and a major conference on "Redefining Public Accountability", a timely theme for universities and government alike. Some 50 academics and public servants, including Jim Dinning, Alberta Treasurer, and Jean Luc Pepin, former Liberal MP, spent considerable time examining how the notions of accountability have evolved as the role of government has grown and changed.

Issues soon to be explored include "The Roles and Responsibility of Stakeholders" and "Business Planning and Performance Measurement".



Dean Rodney Schneck

## Learning by doing motto for VCG

President Rod Fraser likes to paraphrase an old Chinese proverb which says: "Tell me, I forget. Show me, I remember. Involve me, let me do, I understand." This adage is the cornerstone philosophy of the MBA Varsity Consulting Group (VCG).

Soon to enter its fourth year, the VCG is a not-for-profit practice run entirely by full- and part-time MBA students who offer affordable consulting services to business and government. VCG's strength lies in the collective experience of the most qualified students in the MBA program and the diverse backgrounds of the VCG consultants in a wide variety of areas.

The students undertake such everyday business practices as market studies, customer surveys, management information

systems analysis, accounting assessments and continuous improvement initiatives. As a result, they reinforce their own knowledge by tapping the extensive resources of the Business Faculty—both professorial and library sources—to provide clients with access to the latest in business research.

It's through a strategic alliance with Ernst & Young Management Consultants that VCG consultants receive training, mentorship and education support as well as practical assignments. VCG has been involved in more than 400 consulting hours for Ernst & Young Management Consultants during the past year. The success of the program is evident in the company renewing the strategic alliance for the coming year, committing to a minimum of 200 consulting hours.

Skripitsky enthuses. He says that an initial 400 disks were distributed to businesses while an additional 100 or so have been requested and sent out by the Faculty placement office.

The reaction to the résumé disk has been phenomenal, according to Skripitsky, and it shows prospective employers that the Faculty's MBA grads are innovative and current. "Any employer wants this kind of employee," he says.

## High-tech marketing strategy by MBA students

No one will ever tell this year's crop of MBA grads to "wake up and smell the '90s". To meet the needs of the computer hungry marketplace they have developed a user friendly, quick reference computer disk replete with all of their résumés.

In the past, graduates have compiled their résumés in a booklet format. This year, with the support of the Dean's Office, the MBA Association designed a

handy and practical program which can be used on a standard IBM compatible computer with Windows 3.1 or above. All full-time MBA graduates are listed as are some part-timers who requested inclusion.

Jeff Skripitsky, author of the disk and a first-year MBA student, says most of the 28 MBA grads included on the disk have had inquiries and/or interviews with prospective employers, and five or six have jobs as a result. "That's a pretty good average,"



# Bhambhani's McCalla research has implications for industry

## Impact of airborne pollutant on humans

By Judy Goldsand

The smell that sometimes wafts over the car as you drive through Hinton is most likely hydrogen sulfide. According to the World Health Organization, hydrogen sulfide is used or released as a byproduct in 70 manufacturing or industrial processes, the more common ones being the oil and gas, pulp and paper, leather tanning, food processing and textile industries.

Yagesh Bhambhani (Occupational Therapy) was awarded a 1994-95 McCalla Professorship to pursue research into the effects on humans of exposure to this type of airborne pollutant. Specifically, Dr Bhambhani is studying the effects of hydrogen sulfide inhalation on exercise responses in healthy males and females.

He first became involved in research into hydrogen sulfide after the 1982 gas blowout in Lodgepole, Alberta. People in the region were exposed to an uncontrolled release of the gas for an extended period, and little was known about the short- and long-term effects on humans.

Industries and occupations where people may be exposed to hydrogen sulfide are those in which they perform hard physical labour. With strenuous activity, one's breathing rate goes up thereby taking in more air and more pollutant.

Dr Bhambhani questions the validity of some of the Occupational Exposure Limits (OEL) that have been adopted by occupational health and safety agencies worldwide because these standards have

not been based on controlled studies of human exposure to the pollutants. (The Occupational Exposure Limit is the average concentration of a pollutant to which a healthy person could be exposed during an eight-hour work day, 40 hours a week, over a working lifetime, without experiencing any adverse effects.)

Although epidemiological studies of humans in the workplace have documented the signs and symptoms resulting from hydrogen sulfide exposure, it is difficult to establish precise dose-response relationships from these studies.

In Dr Bhambhani's current studies, the subjects' physiological functions (heart rate, blood pressure, oxygen consumption, blood and muscle metabolites) are monitored while they cycle for 30 minutes at 50 percent of their maximum capacity. He is looking at the effects of inhalation of both 5 parts per million and 10 parts per million of hydrogen sulfide.

Preliminary findings seem to support Dr Bhambhani's hypothesis that a certain level of hydrogen sulfide will slow down aerobic metabolism by affecting the enzymes in muscle cells. In the 10 ppm study, metabolic data so far shows some effect on enzyme activity, thereby reducing the body's ability to utilize oxygen during exercise.

"To me that is a very significant finding," says Dr Bhambhani. "It indicates that a person will most likely become less efficient, and in order to do a given amount of work will have to rely on anaerobic sources of energy which tend to induce fatigue. This could have important implications for the workplace. Of course the challenge now is to find out what the significance is in the long term."

Dr Bhambhani's research is also supported by a grant from the Alberta Lung Association.

## P Lawson now Carlson Wagonlit

By Elsa Roehr

The next time you call P Lawson Travel for your campus travel arrangements, don't be surprised to hear "Carlson Wagonlit Travel, can I help you?"

"P Lawson Travel has been owned by the Carlson Travel Group since 1983," says Connie Gainer, branch manager, Carlson Wagonlit Travel (pronounced Vah-gon-LEE). "The new company was created when Carlson merged with Wagonlit Travel in 1994." The merger means campus travellers get the value of global buying power and localized service. They are backed by a network of more than 4,000 locations in 125 countries.

"It's part of the globalization of the travel industry," says Birdie McLean, the

University's Travel Program Coordinator. She emphasizes the convenience and efficiency of using the official travel agency. "All the traveller has to do is call the agency, give the Travel Authorization Payment (TAP) number and the account number. We look after the rest."

"Travellers can also use their new University of Alberta Diners Club/EnRoute corporate card or their personal credit cards for maximum flexibility," she added.

Any way University travellers pay, the volume of travel translates into a four percent rebate back to the account that incurred the expense. And that's good news in these fiscally challenging times.

## Slack wins sport management award

### Grad students also on NASSM awards list

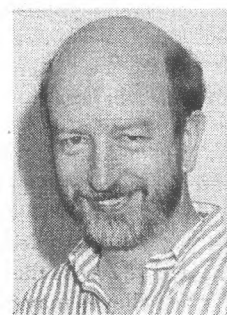
By Sandra Halme

Trevor Slack, Associate Dean (Graduate Programs and Research) and Professor of Physical Education and Recreation, has been chosen the recipient of the 1995 Dr Earle F Zeigler Lecture Award. Presented by the North American Society for Sport Management (NASSM), the award recognizes significant contribution to research in the area of sport management.

According to Art Quinney, Dean of the Faculty of Physical Education and Recreation, Dr Slack is a most deserving recipient. "He has been on the forefront of the research in this area for many years and this award confirms that research leadership position." He adds that "Dr Slack's research contributes both to the theoretical knowledge base in the area of organizational change and also to the application of that knowledge to the day-to-day operation of sport organizations." Dean Quinney says that in addition to his outstanding scholarship abilities, Dr Slack is also an excellent teacher, and points to the fact that his students have been awarded the NASSM outstanding student paper award three of the last four years.

Dr Slack, who is currently on leave at the Centre for Corporate Strategy and Change at the Warwick Business School in Britain, said the award came as a "pleasant surprise." He is the first U of A researcher to receive the award that, according to NASSM, is presented to "an outstanding scholar who has contributed to the organization".

As the 1995 recipient, Dr Slack will deliver the Dr Earle F Zeigler Lecture. His presentation is tentatively entitled "From the Locker Room to the Board Room: The Changing Domain of Sport Management." As well, his talk will be published in the "Perspectives" section of the *Journal of Sport Management*. Dr Slack will receive the award at the annual NASSM conference 3 June, in Athens, Georgia.



Trevor Slack

## International Council of Psychologists elects Bain to top office

By Folio staff

Bruce Bain, Professor of Educational Psychology, has been elected president-elect of the International Council of Psychologists. Dr Bain will assume office at the annual ICP convention this August in Taipei, Taiwan. He will serve in that capacity until July 1996, when, at ICP's annual convention to be held at Banff, he will assume the presidency for one year. Dr Bain will then become past-president, turning over his duties in Graz, Austria, in August 1997.

Dr Bain was chosen president-elect by the ICP membership at large. ICP, which has members in all of the world's countries save Buttan, Kyrgyzstan and Papua-New Guinea, is the largest body of its kind

in the world. Founded 54 years ago, the present headquarters of ICP is at the University of Texas, San Marcos.

Dr Bain is the first psychologist from western Canada to be elected ICP leader. During his three years as a senior elected officer of ICP, he will make periodic representations to UNESCO's Economic and Social Council, the Department of Public Information, and other NGOs of the UN.

The new president-elect is active in cross-cultural psychology and intercultural education. His work on ICP's behalf in Asia has been recognized in his being named a fellow of a number of psychology associations in Japan, Singapore, China and Korea.

## Retirement Seminar

Have you been offered a retirement package?  
Plan to attend this informative seminar:

Date: May 25, 1995

Place: Education Building South, Room 122  
(U of A Campus - 87 Ave. between 112 & 114 St.)

Time: 1:00 pm



Stan Davies



Ray Martin

If you are unable to attend but would like a personal response to any financial strategy questions you may have, please call us at 486-5000.

**IG Investors Group**  
YOU'RE WORTH MORE

## Killam Annual Professors chosen

The following eight individuals have been selected as Killam Annual Professors for 1995-96:

- Dr Terri Allen (Pharmacology)
- Dr Michael Brett (Electrical Engineering)
- Dr Robert Hudson (Renewable Resources)

- Dr Ernest Kanasevich (Physics)
- Dr Harvey Krahn (Sociology)
- Dr Ronald McElhaney (Biochemistry)
- Dr Regula Qureshi (Music)
- Dr Carolyn Yewchuk (Educational Psychology)

Each recipient will be profiled in Folio in the coming months.



# McLellan defends cuts to granting agencies

**Says some provinces aren't spending what they should on postsecondary education**

By Michael Robb

The federal government gives the provinces money for postsecondary education. The provinces spend it on postsecondary education. Right? Well, yes, that's the way it's supposed to work, but the Federal Minister of Energy and Natural Resources says some provinces aren't spending what they should be on postsecondary education.

Addressing the University of Alberta Senate, 5 May, Anne McLellan said if the federal government provides the money, the provinces should have the maximum flexibility on how they spend it. "Just spend that portion targeted for postsecondary education on postsecondary education. But we know that's not happening in some cases, and we know it's awfully hard to track because it's just one big glob of cash and task points that go to the provinces.

"I don't think that [designating specific amounts of block transfer money for post-

secondary education] is an unacceptable restriction or limitation on the provinces."

Senate member Mary O'Neill said she wasn't concerned that national standards be set. "My concern is that the federal government must give some direction to the provincial governments that they must spend a portion of that block funding that they get on postsecondary education." Social programs and health speak to the hearts of Canadians, and postsecondary education funding from the federal government may get buried, she warned.

McLellan responded that she would be putting that issue on the table in discussions with Minister of Human Resources Development Lloyd Axworthy.

The federal government is applying restrictions in some areas but not to the postsecondary sector, Acting Vice-President (Academic) Roger Smith said. "You're leaving the provinces to do what they want and that scares me a bit. Can you give me any comfort?"

The Minister, a former law professor at the University of Alberta, said she couldn't. However, the federal government is interested in discussing with the provinces whether certain national principles in the area of postsecondary education can be agreed to. "That's going to be tough; we know that. In this form of federation, it's tough to get the provinces to move away from a concern, that may be legitimate, that the federal government is going to come in and dictate how provinces should deliver postsecondary education.

"It will be important for universities, associations and students to put pressure on their provincial elected officials to come to this dialogue and be open to that kind of discussion with the federal government. My fear is that the provinces will say, 'We don't have any conditions or principles now, and we're not going to agree to any now.'" But McLellan said polls indicate Canadians want national standards and principles to govern their education system.

She said universities have to lower their expectations of both levels of government. They will not be funding universities to the extent they used to. The Universities of Calgary and Alberta are starting to build relationships with industry, she pointed out. "It's going to be a cultural change, but it's not going to happen overnight."

Dean of Science Dick Peter agreed: the culture is changing and it's starting to work. But there are storm clouds on the horizon, he warned: applications to the U of A and across the country are down. The impact of tuition increases is happening rather quickly, he said.

Students at the Senate meeting pointed out that the federal government cancelled scholarship programs and proposes, in its *Agenda: Jobs and Growth Improving Social Security in Canada* discussion paper, to substantially increase tuition fees. McLellan said Axworthy hasn't decided on the student loan issue. "We're looking at repayment schemes to assist students in repaying their loans."

# Psychologist challenging idea that genetics has all the answers

**Douglas Wahlsten's work appearing in major media across the continent**

By Michael Robb

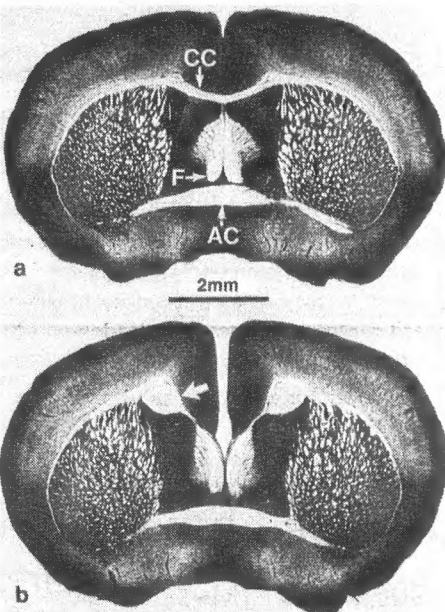
We are the sum total of our genetic characteristics and our environment. Sounds reasonable—and fairly straightforward. However, a University of Alberta psychology professor has rekindled the debate across the continent with findings he believes may indicate a third force is also responsible for variation.

A third, nongenetic, nonenvironmental force may be responsible for profound physical variations, Douglas Wahlsten says. Understandably, hundreds of his colleagues as well as journalists from around the world are interested in what Dr Wahlsten has to say.

Dr Wahlsten has been studying a defect in the brains of mice, the absence of a bundle of nerve fibres, the corpus callosum, which normally connects the two halves of the brain. The corpus callosum helps to integrate the information available to the two halves. (The absence of the corpus callosum also occurs in humans and causes some developmental delays and some motor skills problems.)

The condition only shows up in certain strains of mice. "We're using molecular techniques to detect and map the genes [they believe there's at least two involved]," he explains. They've produced new strains of mice that have the defect to varying degrees.

"What's fascinating is that certain strains of these mice are inbred, producing genetically identical mice within the strain," Dr Wahlsten says. The strain is



Top, normal mouse brain with fully developed corpus callosum; bottom, abnormal brain without a fully developed corpus callosum. The brain has made the connections (arrow) by a different route.

prone to the corpus callosum defect, but half end up normal. That's puzzling, because if genes code for the structure of the brain, how could you have animals with the same genes that end up with radically different brains?

"The dogma in psychology is that differences in individuals have to be either based in their genes or in their environ-

ment." Some people argue that if one of a pair of a monozygotic twins (twins developing from two genetically identical cells) is schizophrenic, and the other is not, this must prove that one was reared differently.

Dr Wahlsten and his team of researchers set out to look at possible environmental influences, specifically in the womb. They grafted the ovaries of one strain of mice into another, to ensure that right from the beginning the maternal environment was profoundly different. "It turns out it has no impact on the corpus callosum," he says, "which is partly why we adopted this third source of variation emerging from inside the embryo. We found that all sorts of things we were doing, including prenatal alcohol, didn't change things. We still ended up with 50 percent that had defects and 50 percent that didn't. It wasn't hereditary and it wasn't environmental."

What they also found was that the brain seems to take advantage of other pathways to get information to the other side of the brain. When the corpus callosum, the bridge, failed to form, the nerve fibres turned back and found other ways of linking.

"For some reason the brain is able to rewire itself."

So what does all this infer? "There are many possible outcomes of brain wiring that can be achieved with the same set of genes," Dr Wahlsten says. "A gene is part of a biochemical, metabolic system, and any time you have a complex system, you

can actually have different forms of that system arise from identical parts."

That's a disturbing prospect for some researchers, some of whom still yearn to "discover the gene responsible for criminal behaviour". Infinitely more people yearn to read about that "discovery" in their morning newspaper some day.

Dr Wahlsten says the trend to oversimplify and overrely on genetic explanations for variation is completely artificial. The actual scientific trends indicate that developmental outcomes are not strictly determined by genes. "We can't control our breeding for the purposes of scientific research, and it's very difficult to obtain conclusive proof about certain kinds of genetic influences. We do have techniques, however, to study the environmental influences in a rigorous way.

"I'm strongly opposed to the use of vague, poorly documented genetic knowledge to claim environmental interventions would be ineffective," Dr Wahlsten recently told an American Association for the Advancement of Science meeting in Atlanta.

Dr Wahlsten has been working with Hiroki Ozaki, Department of Anatomy, Kagawa Medical School, Kagawa, Japan, and Barbara Bulman-Fleming, Department of Psychology, University of Waterloo. Using a DNA sequencer, Biological Sciences Professor Curtis Strobeck will be helping Dr Wahlsten locate the specific genes involved in the corpus callosum defect.

# Access Fund

Continued from page 1

Advanced Education and Career Development Minister Jack Ady.

"The Access Fund was established to finance innovative, cost-effective methods of increasing Albertans' access to learning programs that are responsive to their needs," Ady said earlier this month.

The \$47 million Access Fund was one of the key strategies in the department's policy framework, *New Directions for Adult Learning in Alberta*. The department estimates the fund has increased the number of full-time, ongoing equivalent places in Alberta's postsecondary institutions by about 5,500.

The BFA Program in Technical Theatre is a new, three-year program, with routes in technical production, stage management and costume. Students will be ad-

mitted into the program after completing the first year or equivalent of a general BA. About 18 full-time students per year are expected to graduate from the program. Graduates, trained for management occupations in theatre production, will be able to work in theatre, film and television companies.

Four new alternative pathways will be established within the Bachelor of Design Program: business and marketing, engineering with business and marketing, printmaking and computing sciences.

The Cooperative Education Program in Chemical Engineering will expand the existing program to increase the enrollment quota in the Department of Chemical Engineering. The delivery of the program will be changed to offer aca-

demic terms during the summer, May to August. The partial trimester system is needed, say its proponents, to accommodate the proposed large increase in the cooperative education program.

The Environmental Engineering Program will expand the Civil Engineering Program with a specialization in environmental engineering, adding 30 students to the overall Faculty of Engineering quota, and 30 to the second year quota for Civil Engineering. A cooperative education format will be used, with five work terms, for a total of 20 months during years two through five. When it's fully implemented, an additional 150 students will be enrolled in the Faculty. The Faculty wants to train technical specialists in all areas of environmental protection.

Across town, Grant MacEwan Community College received approval for an expansion of its university transfer science program. Students will be admitted in January and the curriculum will be compressed slightly so that students can earn up to 24 credits by June and transfer to university in September if they choose.

The University of Calgary was given approval to accept 1,000 new students. It will do that by expanding the arts and science core to increase enrollment of transfer students from Mount Royal College and other university transfer colleges. Cooperative and internship programs will be expanded for students in Engineering, Science, Social Sciences, Management, Humanities and General Studies.



# Changes to Faculty Agreement make it easier to lay off academic staff

## Reorganization of academic programs also simplified

By Michael Robb

The Board of Governors and the Association of Academic Staff have approved changes to their collective agreement that will make it easier for the University to reorganize its academic programs and lay off academic staff.

The changes will take effect 1 July 1995.

Two articles have been added to the Faculty Agreement, Article 32, Academic Reorganization, and Article 33, Financial Emergency. The first article sets out the procedures the University will use to approve academic reorganizations and the options open to academic staff affected by academic reorganizations.

Staff members affected by a reorganization shall be considered, in order, for: a voluntary separation payment; reassignment to another position at the University; retraining and subsequent reassignment to another position at the University; and layoff. If staff members affected by a reorganization do not accept voluntary severance and are not reassigned, they may be laid off. Article 32 also includes clauses detailing notice, severance and recall provisions.

Ed Makarenko, Chair of the Board Human Resources and Compensation Committee, characterized the negotiations as complicated. "Hopefully, this will achieve good results."

Acting Vice-President (Academic) Roger Smith said it's important to recognize that, prior to these most recent changes, the University didn't have any way of bringing about a reorganization to provide for the eventual dismissal of academic staff and free up resources to go to higher priorities.

"We now have a mechanism for going through the necessary steps of bringing about that reorganization—and that is a substantial change," Dr Smith said, adding that the same can be said for the financial emergency provision.

Previous to this negotiation, the University had a way of providing for the lay-

off of its administrative professional officers in the event of a financial emergency, but the University did not have a mechanism for laying off academic staff, Dr Smith outlined for Board members. This represents a fundamental change in the relationship between the University and the Academic Staff Association, he added.

The second new article, Article 33, sets out the procedures whereby the University can declare a financial emergency. If the Board declares a financial emergency, it is obligated to specify the amount required for reductions in salaries and benefits of staff members after application of the savings; place a freeze on the hiring of instructional staff, with the exceptions to the freeze being agreed to by the Association; and discuss with the Association possibilities of achieving the reductions required. Those discussions must be completed within 10 days of the declaration.

If the discussions with the Association don't result in an agreement on how the reductions will be made, the Board shall, within 10 days following the discussions,

provide the Association with at least two possible methods of achieving the reductions: through a reduction in salaries and salary scales for all staff members applied in an equal percentage to all staff members; or through the layoff of staff members; or at the Board's discretion, through a third option.

The Article also includes a voluntary severance incentive plan.

In his October 1994 white paper, *New Directions for Adult Learning*, Minister of Advanced Education and Career Development Jack Ady made it clear he wanted to give universities greater freedom to cut programs and lay off academic staff. He directed boards of public postsecondary institutions to examine and, if necessary,

renegotiate their collective agreements by 1 March. This would ensure that they have the flexibility to lay off academic staff, with appropriate compensation, in cases of program redundancy or financial exigency.

"Boards must have the ability to respond to changes in program priorities and financial pressures," he said, warning that if universities couldn't renegotiate their agreements, legislation would be introduced that would do it for them.

A similar agreement between The University of Calgary Faculty Association and its Board of Governors was recently ratified by 73 percent of the Faculty Association. The agreements at the U of A and U of C are similar to those at other Canadian universities.

## Initiatives *Continued from page 1*

- significant international experience,
- innovative uses of new technology and
- development of the whole person, all in the context of a complex world.

"Such a learning environment unleashes creative talent and an 'I can do it' attitude."

Development of the whole person encompasses the academic learning environment, recreational/athletic programs, cultural environment, student affairs/governance/clubs, and charitable/volunteer/community service programs.

U of A graduates, the President declares, "would be able to, and be confident in their ability to, compete successfully with graduates in the best publicly funded universities in the world."

## Auspicious debut for GSA awards night

By Gordon Harris

On 1 May the Graduate Students' Association (GSA) put its best foot forward, as it held not only its first-ever awards night, but also the first general awards night in Canada to focus on the many and varied accomplishments of PhD and master's students. Some 175 students, professors, members of the University administration, and friends of GSA attended the ground-breaking event, held at Bernard Snell Hall.

Twenty PhD students were awarded Andrew Stewart Memorial Graduate Prizes, for research work deemed by the University to be truly outstanding, and informed the audience of the gist of that work.

GSA President Jay Krushell was especially pleased by display of talent. "I thought the entire evening was a thorough success, but I was extremely happy that our graduate students took advantage of this excellent opportunity to show off their work to the University community and the community at large."

Other prizes were awarded for excellence in graduate student teaching, community and volunteer work within the MBA program, professional and academic achievement within the Master of Library and Information Studies program, teaching excellence of a member of the academic staff, and extraordinary assistance

provided by a member of the nonacademic staff.

The GSA Graduate Student Service Award was presented to Steven Karp, for his outstanding volunteer service work to graduate students, and to the University community as a whole. The GSA Distinguished Benefactor Award went to businessman and former Chair of the Univer-



Comparing notes at the GSA's first-ever awards night were, from left, Jay Krushell, Steven Karp and Rod Fraser.

sity Board of Governors, Stan Milner. Award presenters included Board member Bob Rosen, Business Dean Rodney Schneck, the Libraries' BJ Busch and members of the past and current GSA executive. (For a complete list of award winners, please see page 6 of the 5 May Folio.)

Guest speakers included Advanced Education and Career Development Minister Jack Ady, Chancellor Lou Hyndman, Alderman Lillian Staroszik, and President Rod Fraser.

Gordon Harris is GSA Vice-President (Communications).



## Conveying the latest in forensic archeology

Owen Beattie (Anthropology) instructs participants in the forensic archeology course held last week in Edmonton. Some of North America's top forensic experts, Dr Beattie among them, led the Faculty of Extension program which included lectures and practical experience in an interdisciplinary approach to investigation of human skeletal remains. Forty police officers and professionals from across Canada honed their sleuthing skills at the five-day course.

## An annual shareholders meeting... for the University of Alberta?

### Board member Bob Rosen raises idea

By Michael Robb

Canadian Pacific recently held its annual shareholders meeting at a downtown hotel. If a few Board of Governors members can convince their colleagues of the merits of the idea, the University of Alberta will also soon conduct annual meetings in a downtown location.

Board member Bob Rosen, at the last regular Board meeting, said it may be an idea whose time has come. An annual meeting in downtown Edmonton would allow the University to demonstrate its commitment to the community, he said.

"Rather than the University having its own identity, it would be an ideal opportunity for the University to be a part of the business community," he said, suggesting that it would also be an opportunity for people to be aware of just how important and special the University is.

Rosen said it's important to let people know what's going on at the University and how important it is. "Most of that still happens on a very select and elite basis. This would allow the people in this city and province to appreciate the diamond of a university we have here." He added that such an idea would be consistent with other open initiatives happening in the province.

Board Chair John Ferguson said the idea was a good one, and Board member Tom Shields said, "If the concept can be developed, it could be the best public relations exercise the University could conduct. This would help bridge the gap, and I'd like to see this pursued aggressively. Now's the time to do it."

The matter is currently under consideration.

## Budget *Continued from page 2*

and I don't know why we want to carry that albatross forward." The University needs to decide whether it has any sacred cows and be willing to take a look at everything, he said, suggesting a committee be struck to examine the issue.

Shields responded, "I think we would be making a gross error privatizing the buildings on this campus. If we had to lease those facilities from a private operator, we would be using operating funds for the facilities." Shields said it's possible the University would end up devoting 10

to 15 percent of its operating funds to leasing costs.

Board member Ed Makarenko said all government-funded institutions are going to have to look at real estate down the road. Added Board member Elmer Brooker, There is some merit to the idea where it can be done.

President Rod Fraser said the issue is, Are there people in the private sector out there who would be willing to take over and who have the expertise? "If those of you around the table have got some way of tapping into that kind of market and can give us some sense of whether it's do-able or not, that would be helpful," he said.



# A career writ large

## Biochemist Cyril Kay's legacy includes co-founding of MRC Group in Protein Structure and Function

By Ron Thomas

In 1958, when Cyril Kay, a biochemist trained at McGill, Harvard and Cambridge, announced his intention to come to the University of Alberta, he received a cautionary word from his cousin, a chemist at Dupont.

"He thought it [U of A] was too out of the way and that I would die on the vine if I went there," Dr Kay recalled last week in his office in the Medical Sciences Building. To say that that individual was wrong in his assessment of Dr Kay's fledgling career would be the height of understatement. After all, in a 38-year career at this University, Dr Kay:

- established himself as one of Canada's finest researchers of protein structure and function;

- co-founded the MRC Group in Protein Structure and Function, which has set the standard of research excellence for the Faculty of Medicine and is internationally known and respected;

- became a founding member of the Protein Engineering Network Centre of Excellence (PENEC), a scientific alliance across Canada of some 50 researchers whose mission is to interact with industry, government and other academic centres and now administratively located at the U of A;

- elevated his lab to the extent that it's a national centre for spectroscopy and hydrodynamics of protein molecules, which give information on their overall size, shape, conformation and interaction prop-



Cyril Kay, who retires in August, says, "I really have done what I set out to do."

erties, all of which are basic to understanding their biological function;

- helped, along with his colleagues in the MRC Group, to train protein chemists who are now teachers and researchers in chemistry and biochemistry departments from Simon Fraser University to Memorial University.

He also helped foster the collegiality that, he says, has been instrumental in keeping the Group together. "No one has ever left because of unhappiness and when someone does leave for another

position, it's with a certain reluctance," he says. Dr Kay's departure at the end of August is because he's approaching retirement age, and he has no reluctance about leaving. "There are bright young people waiting to get into the system," he says. "People should step down before their reputation outweighs their ability."

The MRC Group in Protein Structure and Function, which was established in 1974, is Dr Kay's greatest source of pride. He and fellow biochemists Larry Smillie and Mike James were already on staff and collaborating with each other regularly on the study of either muscle proteins or enzymes. Medical Research Council President Malcolm Brown, a clinician who had an uncanny ability to size things up and say this will work and this won't, learned of their work and subsequently approached Drs Kay and Smillie about forming a group to study protein structure and function. All four knew there was a nucleus of talent here and that it was largely a matter of rounding out the team.

Contact with scientists the stature of Bruce Merrifield (Rockefeller Institute), George Stark (Stanford) and Tom Steitz (Yale) paid dividends in the acquisition of Bob Hodges, who was among the first in Canada with expertise in synthetic peptide techniques; Brian Sykes, who was applying NMR (nuclear magnetic resonance) techniques to protein structure determination, and Bob Fletterick, who, along with Neil Madsen, would solve the crystal structure

of phosphorylase a, a key enzyme involved in glycogen metabolism.

The Group was built up by selecting members who could contribute complementing physical and chemical techniques to the study of protein structure and function, rather than by focusing on a specific biological system, although several systems (muscle proteins, proteases, DNA binding proteins) link the interests of various members. As these approaches became ever more productive, the Group members spontaneously collaborated with each other and with a wide variety of departmental colleagues, as well as with biochemists on both the national and international scenes.

"We were probably one of the first groups with such a multidisciplinary approach. We preceded the Howard Hughes Structural Biology Groups in the States," Dr Kay says. So lustrous was the Group's reputation that the Roswell Park Cancer Institute in Buffalo, which had obtained a \$250 million endowment to develop a group in protein structure and function, singled it out for consultation two years ago.

Of the steady development of the Group, Dr Kay says, "We've had the space and we've had enlightened leadership in the department, beginning with John Colter who promoted our ideas and efforts." MRC provided the funding and much of the equipment and, in more recent times, the Alberta Heritage Foundation for Medical Research has become a partner in providing additional equipment and stipends for many of the Group's trainees. While Drs Kay and Smillie were co-directors of the Group, they never imposed any regimentation, preferring to help younger staff along by adding postdoctoral stipends and/or needed pieces of equipment as their programs took off.

The Group has a somewhat different look to it today. Dr Smillie became Professor Emeritus of Biochemistry in 1990 and still maintains an active lab. Drs Zygmunt Derewenda and Charles Holmes joined the Group in 1990, and Dr Sykes becomes the new director in July. Dr Kay hopes that he will be replaced within the Group; recruitment is ongoing.

The Department of Biochemistry is marking Dr Kay's retirement with an International Symposium on Protein Structure and Function and a retirement dinner, 1 and 2 June (please see program, left). What makes it particularly appealing for Dr Kay is that his son and daughter-in-law, both biochemists at the University of Toronto, his PhD supervisor, 93-year-old John Edsall of Harvard University, his mentor and friend from Israel, Professor Ephraim Katzir, and his former students, postdoctoral fellows, visiting scientists, collaborators and MRC Group colleagues will take part.

### International Symposium on Protein Structure and Function honouring Cyril Kay

1-2 June 1995 University of Alberta  
2-27 Medical Sciences Building

Thursday, 1 June - morning  
(Chair: Dr BD Sykes)

08:45-09:00 - Brian D Sykes - "Cyril Then and Now"

09:00-09:45 - John Edsall - "Some Vistas in Protein Chemistry Over 70 Years"

09:45-10:30 - Nahum Sonenberg - "Protein Synthesis Translation Factors in Control of Gene Expression and Cell Growth"

10:30-10:40 - Break

10:40-11:25 - Zygmunt S Derewenda - "Hydrogen Atoms in Protein Molecules: Frontiers of Crystallography"

11:25-12:10 - Larry B Smillie - "Some Structure - Function Relationships of the Muscle Thin Filament Proteins and Calmodulin"

12:10-01:30 - Lunch

afternoon (Chair: Dr Z Derewenda)

01:30-02:15 - Robert J Fletterick - "Thyroid Hormone Receptor"

02:15-03:00 - Wayne F Anderson - "Structure of the Segment of Fibrinogen Recognised by the Platelet Integrin"

03:00-03:15 - Break

03:15-04:00 - Robert O Ryan - "Conformational Adaptations of an Exchangeable Amphipathic Apolipoprotein"

04:00-04:45 - Robert S Hodges - "De Novo Design of  $\alpha$ -Helical Proteins"

04:45-05:30 - Douglas G Scraba - "Mengo Virus: An Experimental History"

06:30 - Dinner - The Faculty Club

Friday, 2 June - morning  
(Chair: Dr LB Smillie)

08:30-09:15 - Ephraim Katzir - "Synthesis, Physicochemical and Biological Properties of Poly- $\alpha$ -Amino Acids - the Simplest of Protein Models"

09:15-10:00 - Michael NG James - "The Long and Short of  $Ca^{2+}$  Binding to Troponin-C"

10:00-10:15 - Break

10:15-11:00 - Georges J Brahms - "Nitrogen Regulator Protein (NTRC) Interaction with Spiral DNA Enhancer: Structural and Functional Investigation"

11:00-11:45 - Tom J Buckley - "The Ins and Outs of a Channel-Forming Protein Toxin"

11:45-12:30 - Robert J Dunn - "Molecular Determinants of Na<sup>+</sup>-Channel Function"

12:30-01:30 - Lunch

afternoon (Chair: Dr C Holmes)

01:30-02:15 - Lewis E Kay - "NMR Spectroscopy of Macromolecules: Looking Toward the Future"

02:15-03:00 - Julie D Forman-Kay - "NMR Studies of SH2 and SH3 Domains of Signalling Molecules"

03:00-03:15 - Break

03:15-04:00 - Gary S Shaw - "Metal-Ion Induced Conformational Changes in Human S100b"

04:00-04:45 - Gordon Willick - "Structure and Biological Activities of Receptor-Binding Site Analogues of Parathyroid Hormone"

04:45-05:30 - Sonia Herasymowych - "Bridging the Gender Gap: Ramifications of Brain Differences Between Men and Women"

05:30-05:35 - Closing Remarks

## TALKS

### BIOLOGICAL SCIENCES

26 May, 3:30 pm

Chris Gillies, professor of genetics, School of Biological Sciences, University of Sydney, Australia, "Acrocentrics, Metacentrics and Robertsonian Translocation-Synaptonemal Complex Studies of Meiotic Pairing Initiation." G-116 Biological Sciences Centre.

29 May, 12:30 pm

Joseph R Koke, professor, Department of Biology, Southwest Texas State University, "Myocardial Reperfusion Injury and Direct Gene Transfer Into Myocytes *In Vivo*." G-208 Biological Sciences Centre.

### CENTRE FOR GERONTOLOGY

24 May, 7:30 pm

Norah Keating and Shauna-Vi Harlton, "Elder Care of Just Caring: Defining the Boundaries." RSVP: 492-4718. 2-50 University Extension Centre.

### NURSING

8 June, 4 pm

Mo Im Kim, dean, Graduate Health Science and Management, Yonsei University, Seoul, Korea, "Primary Health Care in Korea: Services Given, Educational Programs, and Research." Bernard Snell Hall, University of Alberta Hospitals.

### PERINATAL RESEARCH CENTRE

23 May, noon

Virginia Brooks, associate professor, Department of Physiology, Oregon Health Sciences University, Portland, "Angiotensin II-Baroreflex Interactions in

Long Term Regulation of Blood Pressure: An Hypothesis." 2J4.02 Mackenzie Health Sciences Centre.

30 May, noon

Jeffrey Schwartz, assistant professor, Department of Obstetrics and Gynecology, Bowman Gray School of Medicine, Wake Forest University, Winston-Salem, North Carolina, "Variations on the Identity, Function and Source of ACTH During Development." 2J4.02 Mackenzie Health Sciences Centre.

### PHARMACOLOGY

1 June, noon

Michel Bouvier, associate professor, Department of Biochemistry, Faculty of Medicine, University of Montreal, "Molecular Processes Regulating G-Protein Receptor Signalling: The Beta-Adrenoceptor as a Model System." 207 Heritage Medical Research Centre.

## To strike a balance Sustainable City Conference here in June

By Chuck Chamberlin  
and Sandra Niessen

We all know it; the news is out. Our lifestyles have to change if life on this planet is to survive. The changes that must take place will not be solely the result of obtaining change through government. It will also be the result of creative minds in grassroots communities coming together to conceptualize new ways of living. Edmontonians are also involved in the process of "Striking a Balance."

Following on the heels of Berkeley, Los Angeles, and Vancouver, Edmonton is holding a conference on the sustainable city, 9-11 June at Grant MacEwan

Continued on page 10



# Sustainable City

Continued from page 9

Community College. It is being organized by a group of local environmentalists. Sponsors include Environment Canada, the City Office of the Environment and Planning Department, Canadian Institute of Planning, Ecocity Society, Edmonton Power, and the Environmental Studies Institute of Grant MacEwan Community College.

At the conference 250 Edmontonians will have the opportunity to work with

internationally renowned thinkers who are being flown in for the occasion, to develop a vision for an environmentally sustainable Edmonton. It is clear that present city planning and lifestyles will not give our children and grandchildren a sustainable city with healthy air to breathe and pure water to share.

Friday evening a panel will address the question, "What is a sustainable city and why is it important?" Guy Dauncey, author and cofounder of the Bamberton, B.C. sustainable community project will be moderator. David Engiwcht from Australia will focus on the transportation as-

pects of sustainability from his experience in saving his community from car domination. David Morris, director of the Washington, D.C. Institute for Self-Reliance, will speak on the connection between sustainable communities and local economic self-reliance. Janette McIntosh of UBC's Task Force on Healthy and Sustainable Communities will contextualize the city in the bioregion.

Saturday and Sunday will feature keynote and local speakers addressing the six conference themes: urban design, transportation, local economy, Edmonton's bioregion, healthy cities, and effective ac-

tion. Each theme will conclude with small groups developing future implications for Edmonton.

The Sunday afternoon session will bring together all the sessions' ideas in developing a Conference Declaration and action plans.

The registration deadline is 31 May. For registration forms, agenda, and other information phone 425-3913 or fax 429-3659. Registration fee is \$50, or \$20 low income.

Chuck Chamberlin, Professor of Elementary Education, and Sandra Niessen, Associate Professor of Human Ecology, are on the Sustainable City Conference organizing committee.

## POSITIONS

*The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.*

### ACADEMIC STAFF

#### EXECUTIVE ASSISTANT TO THE PRESIDENT

The University of Alberta invites applications for the position of Executive Assistant to the President. The Executive Assistant will work closely with the President in ensuring that the key objectives

and strategic initiatives of the President and his senior team are supported in an effective, efficient manner. The main duties of this position will be to assist the President in the following manner: coordinate follow-up on specific initiatives arising from the President's agenda; oversee the day-to-day operations of the office, including all communications to and from the President's Office; supervise three staff; prepare written presentations, briefs and speeches on behalf of the President; act as a liaison with both the internal and external communities; plan strategically the President's schedule; represent the President on occasion. This is a term position ending 31 December 1999.

The Executive Assistant must possess a broad understanding and appreciation for the academic mission of a full-service, research-intensive university. He/she must have outstanding communications and interpersonal skills. A graduate degree and at least five years of related experience are preferred qualifications; salary is under review. Applications and the names of three references should be sent to: Dr Roderick Fraser, President and Vice-Chancellor, 3-1 University Hall, University of Alberta, Edmonton, Alberta T6H 2J9

The deadline for receipt of applications is 30 May 1995.

### SUPPORT STAFF

To obtain information on support staff positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall. You can also call the Job Information Line at 492-7205 (24 hours) or consult the weekly Employment Opportunities Bulletin.

#### INSTRUCTOR OF ENGLISH AS A FOREIGN LANGUAGE, TOHO UNIVERSITY

The School of Pharmaceutical Sciences at Toho University invites applications for a one-year visiting position as instructor of English as a foreign language. The ef-

fective date of this appointment, which may be renewed twice, is 1 April 1996. The successful candidate will be expected to fulfill two responsibilities: to teach English 10 to 12 hours each week to Japanese students majoring in the sciences and to engage actively in her/his own research activities. We are particularly interested in individuals with a PhD (or those pursuing a PhD) who have some knowledge of the Japanese language and culture. Such knowledge is necessary in order to communicate with colleagues and to participate in university life.

Monthly salary is in the Y300,000 range. There is also a housing allowance of approximately Y100,000.

Send a curriculum vitae and the names of three references to: D Y Murata, c/o English Language Program, 4-10 University Extension Centre, University of Alberta, Edmonton, Alberta T6G 2G The deadline for receipt of applications is 30 June 1995.

## ADS

### ACCOMMODATIONS FOR RENT

**MICHENER PARK** - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. University inquiries welcome, 492-7044.

**EXECUTIVE HOME** - Fully furnished in Old Glenora. Easy access to University. September 1995 to April 1996. \$1,200/month. References requested. Telephone (403) 455-4830. Fax c/o 427-0699.

**TWO STOREY, THREE BEDROOM HOME** - 81 Avenue west of 109 Street. Nonsmoking, no pets. \$900/month. Fax 963-8191. Available 1 June.

**AVAILABLE 1 MAY - 25 AUGUST** - Fully furnished condo, one bedroom and office. 10135 Saskatchewan Drive. Nonsmoker, references required. \$750/month. 439-5863 evenings. 492-0772 days.

**PRETTY THREE BEDROOM BUNGALOW** with trees, spacious patio, big windows. Greenfield area. Nice residential neighbourhood, excellent schools. Express bus to University. Bikepath via University Farm. Furniture optional. July or August, one year. Small families or retired couples. Dog OK. \$750/month. 435-6615.

**FIVE BEDROOM BUNGALOW** - Finished basement, double garage, five appliances included. Near Southgate and schools. Facing tennis courts and park. \$950/month. Raymond Cheng, 498-2930.

**TWO MONTHS' FREE RENT** - One bedroom, \$375. Two bedroom, \$495. Walk-up, 10645 79 Avenue. 433-2701.

**WINDSOR PARK** - Three bedroom view home. \$950/month. 433-0212 evenings.

**JULY TO AUGUST** - Millwoods. Three bedroom furnished house. \$450/month. Damage deposit required. 461-0668.

**BRIGHT THREE BEDROOM MAIN FLOOR** - Great location, parking, four appliances. No pets, nonsmokers. \$900/month, utilities included. Available 1 May. Call Audrey, 389-4016, or Ian, 435-7861.

**HOUSEMATE WANTED** to share bright, modern, fully furnished and comfortable home near University. Private bed and bath. Immediately or 1 July. \$300/month includes all utilities. Phone 492-1288 or 492-6659.

**WINDSOR PARK** - Furnished sabbatical house. Three bedrooms, den, office, etc. Living room with southern exposure, three bathrooms. Beginning of July 1995 to August 1996. Dates flexible. \$950/month. 439-2894 or 492-5620.

**TO SHARE HOME IN NORTH GLENORA** - Nonsmoking female. \$325/month includes utilities, garage. Please call 452-0655.

**THREE BEDROOM HOME** - Hazeldean area. Hardwood floors, garage. \$600/month. Call Janice Duke, 488-2331.

**NONSMOKING** - Spacious, furnished home. Two bedrooms, two baths. Crestwood Ravine. Fifteen minutes downtown, U of A. November to April. Phone 483-8678.

**BELGRAVIA** - 18-minute walk to University Hall. Fully furnished sabbatical house. August 1995 to June 1996. Four bedrooms, study, playroom, two baths, fireplace, fenced yard. \$700/month. Phone 434-2661.

**VARSCONA TOWER** - Eleventh floor. Bright one bedroom unit, unfurnished. \$550/month, includes utilities. 434-6586, evenings.

**ARCHITECT-DESIGNED BELGRAVIA HOME** - Five bedrooms, study, three bathrooms. Hardwood, corian, fireplace, eight appliances. Double detached garage. Available 15 June. \$1,450/month. Call 437-5435.

**MILLCREEK** - Cute house, quiet, one block from ravine. One bedroom, fully furnished, hardwood floors, washing facilities, garage, fruit trees, alarm system. Access to bus transportation. 15 June - 30 September. Will you look after cat and yard? \$600/month. Call evenings/early mornings, 432-1358.

**PARKALLEN** - Clean, three bedroom home. Five appliances, security system, fenced yard, garage. Excellent bus service. Close to University, shopping, schools. Nonsmokers. \$750/month. 437-2810.

**SPLIT-LEVEL** - 1 September 1995 to 30 April 1996. Completely furnished four

bedrooms, two baths. Near Bonnie Doon. \$800/month. Call 468-5166.

**CANMORE TIMESHARE** - Beautiful two bedroom chalet. Sleeps six. One red floating week. Trades through RCI with over 2,000 locations worldwide. Two additional weeks through ARR. Currently retailing at \$18,900 per week. \$13,500 OBO. (403) 438-3308.

**FLORIDA TIMESHARE** - One bedroom, sleeps four. Week #50. Red season. Trades through RCI. Currently retailing at \$9,000 Cdn. \$5,500 OBO. (403) 438-3308.

**EXECUTIVE BUNGALOW** - Prestigious neighbourhood, excellent for visiting professor and family with discerning taste. Four bedrooms, three bathrooms, close to Country Club and shopping. \$1,500/month (low for area). Phone 487-4442.

**NORTH GLENORA** - Furnished house, three bedrooms, two bathrooms, two fireplaces, steam room, monitored security system. Under 10 minutes to University by bus/car. No pets. Nonsmokers. Late August to 31 May. \$950/month. 429-5398.

**DUGGAN** - Lovely five bedroom, two storey, fully furnished, 3 1/2 baths, baby grand piano. 1 July 1995 to 31 December 1995. \$1,200/month. Western Relocation, 434-4629.

**WEST END CRESCENT PLACE** - Beautiful two bedroom with view of city. Furnished with sundries. \$1,000/month. Immediate. Western Relocation Services, 434-4629.

**RIVERBEND** - Immediate possession. Exquisite ravine location, executive two-storey, unique plan. Very bright, many extra features. Must be viewed. Western Relocation, 434-4629.

**LAURIER** - Sunny, spacious, upgraded split-level. Open plan, mature trees, quiet location, near river valley and bike paths. \$1,200/month. 1 August 1995. Western Relocation, 434-4629.

### ACCOMMODATIONS FOR SALE

**VICTORIA PROPERTIES** - Knowledgeable, trustworthy realtor with Edmonton references will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. (604) 383-7100, Lois Dutton, Duttons & Company Ltd, #101 - 364 Moss Street, Victoria, B.C. V8V 4N1

**UNIVERSITY AVENUE PROPERTY** - Mostly land value with small house and very large lot. Easy to show! Call Janet Jenner Fraser at 435-0808 or Gordon King at 438-7170, Spencer Real Estate.

**BRIGHT CONTEMPORARY LOFT CONDO** close to U of A and river valley. Two bedroom with custom-built, European-style cabinet in master bedroom. Immaculate! Call Janet Jenner Fraser, Spencer Real Estate, 435-0808.

**CANMORE CONDOMINIUM** - Private sale. Two bedrooms plus loft. Central location, excellent view. \$110,000. 481-1288.

**NORTH GARNEAU** - Walk to the University. Elegant three bedroom home. Basement suite with separate entrance. \$179,900. 433-4510.

**ERMINSKIN, BY OWNER** - Three plus two bedroom bungalow, 1,210 square feet. Three baths, two fireplaces, finished basement, five appliances. Upgrades, double attached garage, RV pad. Near Heritage Mall. \$125,000. 438-3308.

**EXECUTIVE HOME** - 1,350 square feet. Quiet crescent, walk to University. Architecturally appealing. 11222 73 Avenue. \$142,500. May rent. (403) 672-6499, Camrose.

**TWO BEDROOM PLUS DEN** - 2,000 square feet, glassed-in balcony, jacuzzi ensuite, five appliances. LeMarchand Tower. Great facilities. To view, call Janice Duke, 488-2331, Royal LePage, 437-7480.

**WATERFRONT PROPERTY** - Cortes Island, B.C. (Desolation Sound). 1/11 interest in 117-acre ecological residential project with 8,000 foot oceanfront and 3,400 square foot lodge. \$160,000 plus development costs. 430-0669.

**MILLCREEK** - Two storey classic character home. Antique wood-burning fireplace, french doors, hardwood floors, balcony off master bedroom, deck, antique claw tub. Asking \$189,500. Call Peter Rowe at 437-7480.

**FOUR BEDROOM FAMILY HOME** with three four-piece bathrooms, gorgeous hardwood floors, central air conditioning, built-in vacuum. Plus, extra bedroom in basement. Character, charm and convenience. Mint! \$178,800. Call Peter Rowe at 437-7480.



**NEAR U OF A** - Built for future development. New, three storey, three bedroom with upstairs den/office. Upstairs laundry and potential for 800 square feet on third level. Spencer Real Estate. Janet Jenner Fraser, 435-0808, Gordon King, 483-7170.

**INTERESTED** in buying, selling or leasing a condominium? Call me first. Available from \$33,000 to \$474,500. Ask for Connie Kennedy, condo consultant/specialist, 25 years. Re/Max, 488-4000.

#### AUTOMOBILES FOR SALE

1976 EMPRESS CLASS A, 21 foot, 440 cu.in. 60,000 miles, very good shape. Asking \$10,000. 10131 81 Avenue, Monday through Friday, 8 am to 5 pm.

1949 CHEV TRUCK ONE TON to be restored. Motor rebuilt, body painted, box boards replaced. 10131 81 Avenue, Monday through Friday, 8 am to 5 pm.

1964 CHEV CAR - Motor good, body fair, good tires. Asking \$800. 10131 81 Avenue, Monday through Friday, 8 am to 5 pm.

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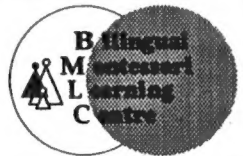
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